



People, Culture & Inclusion Committee of the Barbican Centre Board

Date: TUESDAY, 5 NOVEMBER 2024
Time: 1.45 pm
Venue: CO-LAB SPACE, BARBICAN CENTRE

Members: Tobi Ruth Adebekun, External Member (Chair)
Alderman Sir William Russell (Deputy Chairman)
Deputy Randall Anderson
Zulum Elumogo, External Member
Jaspreet Hodgson
Jane Roscoe, External Member
Despina Tstatsas, External Member

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Ian Thomas CBE
Town Clerk and Chief Executive

AGENDA

Part 1 - Public Agenda

1. **APOLOGIES**

2. **MEMBERS DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THIS AGENDA**

3. **MINUTES**

To approve the minutes and non-public summary of the previous meeting held on 10th September 2024.

For Decision
(Pages 5 - 8)

4. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

5. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**

6. **EXCLUSION OF THE PUBLIC**

MOTION – That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following items, on the grounds that they involve the likely disclosure of Exempt Information, as defined in Part 1, of Schedule 12(A), of the Local Government Act.

For Decision

Part 2 - Non-Public Agenda

7. **NON-PUBLIC MINUTES**

To approve the non-public minutes of the meeting previously held on 10th September 2024.

For Decision
(Pages 9 - 12)

8. **PEOPLE ENGAGEMENT SURVEY**

Report of the Interim Deputy CEO and Director of People, Culture & Inclusion.

For Information
(Pages 13 - 24)

9. **PEOPLE, CULTURE & INCLUSION UPDATE**

Report of the Interim Deputy CEO and Director of People, Culture and Inclusion.

For Information
(Pages 25 - 42)

10. **NON-PUBLIC QUESTIONS IN RELATION TO MATTERS RELATING TO THE
WORK OF THE COMMITTEE**

11. **ANY OTHER BUSINESS THE CHAIR CONSIDERS URGENT AND WHICH THE
COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE
EXCLUDED**

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**PEOPLE, CULTURE & INCLUSION COMMITTEE OF THE BARBICAN CENTRE
BOARD
Tuesday, 10 September 2024**

Minutes of the meeting of the People, Culture & Inclusion Committee of the Barbican Centre Board held at Co-Lab Space, Barbican Centre on Tuesday, 10 September 2024 at 1.45 pm

Present

Members:

Tobi Ruth Adebekun (Chair)
Alderman Sir William Russell (Deputy Chairman)
Deputy Randall Anderson
Zulum Elumogo

Officers:

David Farnsworth	- Interim CEO, Barbican Centre
Ali Mirza	- Interim Deputy CEO, Barbican Centre
Emma Green	- Barbican Centre
Nick Kapoutzis	- Barbican Centre
Philippa Simpson	- Barbican Centre
Harriet Usher	- Barbican Centre
Beau Vagushin	- Barbican Centre
Kate Doidge	- Town Clerk's Department

1. APOLOGIES

Apologies were received from Jaspreet Hodgson, Jane Roscoe, and Despina Tstatsas.

Jane Roscoe and Despina Tstatsas observed the meeting virtually.

2. MEMBERS DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THIS AGENDA

There were no declarations.

3. MINUTES

RESOLVED – That the public minutes and non-public summary of the previous meeting held on 2nd July 2024 be approved as an accurate record.

4. EXCLUSION OF THE PUBLIC

RESOLVED – That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting from the following item on the grounds that it involves the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Local Government Act.

5. **CEO REFLECTIONS AND RECRUITMENT TIMELINE**

The Committee received a report of the Interim CEO, Barbican Centre, regarding the recruitment process for a new CEO for the Barbican Centre.

6. **BOARD APPOINTMENTS**

RESOLVED – That members of the People, Culture & Inclusion Committee of the Barbican Centre Board endorse and recommend to the Barbican Centre Board the reappointment of Stephen Bediako and Tobi Ruth Adebekun for a further year term (both ending in September 2027).

7. **ACCESS AND ADJUSTMENTS REPORT AND ACTION PLAN**

The Committee received a report of the Interim Deputy CEO and Director of People, Culture & Inclusion, concerning the Access and Adjustment Report and Action Plan. Questions and comments were raised, as follows:

With regards, to the response rate, this had reflected response rates to other surveys conducted at the Barbican Centre and had been shared widely across the staff networks. It was important to ensure that the responses and feedback received was actioned.

There was an aim to democratise access to meeting rooms across the Barbican Centre, as some meeting rooms were owned by departments which had separate room booking systems. By removing ownership of rooms, staff at the Barbican would be able to make use of spaces that would better support any access requirements.

Progress would be tracked using an access working group and the EDI Forum. The working group would consist of stakeholders, staff networks, and members from different artforms. It was hoped that there would be a network disability sponsor to support this work.

Noting the responses for a more accessible physical environment, it was queried what this would mean for the implications on resources. The response was that many of the changes would likely be financed under the Renewal programme, including working with the Renewal team to ensure engagement with EDI in the initial design process. Further, an audit had been conducted of the Barbican Centre, which had highlighted priority areas for improving access. The Barbican Centre had a responsibility to address physical access to the building for audiences.

A member raised the figure that only 3% of respondents knew how to provide accessibility for artists. There was currently no published guidance within this area and would be one of the workstreams of the working group. The Committee heard that there were ideas on areas for improvement for artists.

RESOLVED – That the report be received, and its contents noted.

8. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

There were no public questions.

9. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**
There were no public items of urgent business.
10. **EXCLUSION OF THE PUBLIC**
RESOLVED – That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting from the following items on the grounds that they involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Local Government Act.
11. **NON-PUBLIC MINUTES**
RESOLVED – That the non-public minutes of the previous meeting held on 2nd July 2024 be approved as an accurate record.
12. **DIRECTORS' OBJECTIVES 2024/25**
The Committee received a report of the Interim Deputy CEP and Director of People, Culture & Inclusion, concerning the collective CEO and Directors' Objectives for 2024/25.
13. **PEOPLE, CULTURE AND INCLUSION UPDATE**
The Committee received a report of the Interim CEO, concerning updates on the People, Culture and Inclusion portfolio at the Barbican Centre.
14. **NON-PUBLIC QUESTIONS IN RELATION TO MATTERS RELATING TO THE WORK OF THE COMMITTEE**
There were no non-public questions.
15. **ANY OTHER BUSINESS THE CHAIR CONSIDERS URGENT AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**
There were no non-public items of urgent business.

The meeting ended at 3.00 pm

Chairman

Contact Officer: Kate Doidge
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Agenda Item 7

By virtue of paragraph(s) 1, 2, 3 of Part 1 of Schedule 12A
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